

AGREEMENT BETWEEN
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

July 1, 2016 through June 30, 2017

(Airport Authority)

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PREAMBLE

The purpose and intent of the City of Manchester and the Union entering into this Agreement is to promote orderly and peaceful relations between the City, the Airport Authority and the organized employees in the Bargaining Unit included in the following Agreement to provide on behalf of the citizens of Manchester and the general public approved services in an effective and efficient manner.

ARTICLE I - RECOGNITION

1. DEFINITIONS:

"Department" refers to the Department of Aviation, City of Manchester.

"Management" refers to the Airport Authority and the Airport Director or his/her designee.

"Union" refers to Teamsters Union Local No. 633 of N.H.

"Regular" employee refers to a permanent employee who has completed an initial probation period and is in a budgeted permanent position.

2. EXCLUSIVE REPRESENTATION:

The Department of Aviation recognizes Teamsters Union Local No. 633 of NH, as the sole and exclusive representative of all regular employees in the Bargaining Unit, for the purpose of collective bargaining for salaries, wages, benefits and such working conditions as are covered by this Agreement and which are not excluded from negotiations under RSA 273-A:1,XI.

3. BARGAINING UNIT:

(A) The Bargaining Unit shall include all regular permanent full-time, and regular permanent part-time employees of the Department of Aviation except those excluded in the certification by the PELRB and those excluded under RSA 273-A:2.IX and RSA 273-A:8,II.

(B) The Bargaining Unit shall include Department of Aviation positions as follows: Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, Airport Communications/Operations Specialists and Inventory Specialist.

(C) The following positions are excluded from the Bargaining Unit: Accountant II, Accounting Specialist II, Accounting Technician, Administrative Assistant II, Administration Services Manager I, Airport Building Maintenance and Structure Superintendent, Airport Director, Airport Maintenance Superintendent, Airport Operations Superintendent, Assistant Airport Directors, Assistant Airport Maintenance Superintendent, Customer Service Representative I, Equipment Maintenance Superintendent II, Financial Analyst, Inventory Specialist, LAN Administrator and Marketing/Public Relations Specialist, Airport Maintenance Supervisor(s), Airport Security Specialist.

(D) In order to be eligible for fringe benefits provided under this agreement, regular permanent part-time employees must work at least twenty (20) hours per week.

ARTICLE II - NON DISCRIMINATION

Non-Discrimination by the City:

The City and the Department covered by this Agreement agree not to discriminate in any way against employees covered by this Agreement on account of membership in the Union.

Non-Discrimination by the Union:

The Union Officers and members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

The City, the Departments covered by this Agreement and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, age, or physical handicap, except where age or physical condition are bonafide qualifications for employment.

ARTICLE III - MAINTENANCE OF MEMBERSHIP

Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date, shall continue his/her membership in the Union during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Union anytime within twenty (20) calendar days prior to the anniversary date thereafter.

The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date of the contract notifying employees of their right to withdraw from the Union.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

ARTICLE IV - RIGHTS OF EMPLOYEE REPRESENTATIVES

With the exception of processing and resolving grievances, negotiating contracts and discussing immediate safety hazards, the Union will not be allowed to transact any business on Department time. The Department Steward shall be allowed reasonable time for the handling of such grievances, provided such processing of grievances does not disrupt the normal operations of the Department.

The Steward shall ask the supervisor for permission to leave the job to investigate and adjust grievances, and such permission shall be granted without unreasonable delay, provided the job assignment is not of an emergency nature. It is further agreed that this provision shall be limited to periods of regular pay.

ARTICLE V - UNION DUES

Effective on the date of ratification of this Agreement, the Airport Authority agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an

authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20th) day of the month.

No employee shall, as a condition of employment, be required to become a member of the Union. The Union agrees that it will not interfere with the rights of any or all non-members employed by the Manchester Airport.

As a condition of employment, and individual who is not a member of the Union shall, beginning with the first pay period following completion of the initial probationary period, have a financial objector fee equal to a percentage determined yearly by the Union auditors deducted from the employee's regular pay checks in lieu of dues to the extent permitted by applicable law. The employer shall pay such objector fee to the Union.

At no time will the City be required to deduct fines or assessments beyond the regular monthly dues or initiation fees. If any bargaining unit member has no check coming to him/her or if his/her check is not large enough to satisfy the dues, then no deduction will be made from that employee.

The Airport Authority shall be held harmless in any dispute arising between the union and the employee for the payment of regular monthly dues and/or initiation fees.

The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

ARTICLE VI - MANAGEMENT'S RIGHTS

The direction of Department operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management and in accordance with the provisions of RSA 273-A:1, XI.

ARTICLE VII - NO STRIKES OR LOCKOUTS

There shall be no strikes, work stoppages, concerted interference with normal operations, job actions or lockouts during the term of this Agreement.

The Union and its members agree that violation of this Article shall subject those in violation to disciplinary action, up to and including discharge.

Should any group of employees covered by this Agreement engage in a strike or any unlawful form of job action, the Union shall disavow any such unlawful action and shall take all reasonable means to induce such employees to terminate such illegal activity forthwith.

ARTICLE VIII - CONTRACTING AND SUBCONTRACTING OUT

The City recognizes the concern of the Union in regard to contracting or subcontracting work, which results in a reduction of the work force.

If the City or the Department changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Department will give notice to the Union of its intention. Furthermore, the City will make every effort to absorb affected employees into other City positions. In those cases where employees are not absorbed into other City positions, the City and/or Department will provide as much advance notice of pending layoffs as reasonably possible.

ARTICLE IX - SENIORITY

There shall be two types of seniority:

- (.) Departmental Seniority.
- (.) Classification Seniority.

Departmental seniority shall be defined as the length of time the employee has been employed within the Department and shall be based on his/her date of hire.

Lay-off and recall from layoff shall be based upon Departmental seniority.

Transfers and promotions shall be based on Departmental Seniority. However, no employee shall displace another employee in any classification based solely on Departmental seniority, unless by virtue of lay-off.

Vacation selection shall be based on Department seniority.

Shift preference shall be based on Classification seniority within each of the four (4) classifications:

- (.) Field Crew – comprised of Airport Operations and Maintenance Specialist.
- (.) Building Maintenance – comprised of Airport Building Technicians and Airport Maintenance Workers I and II.
- (.) Mechanics – comprised of Equipment Mechanics II.
- (.) Communications – comprised of Airport Communications/Operations Specialists.

Employees who transfer or are promoted to another classification shall be placed at the bottom of the new classification seniority list and shall not be placed ahead of any employee then in the classification regardless of his/her Departmental seniority listing. New employees, hired on the same day, shall have their respective seniority determined by the drawing of lots.

Layoff Procedure:

The following shall apply to all bargaining unit employees:

- (.) The Airport Authority shall have the sole right to determine employees to be laid-off within each classification.
- (.) Probationary employees shall be laid-off first.
- (.) Non-certified employees shall be laid-off secondly.
- (.) Regular/Certified employees shall be laid off last by seniority within their classification.

When a recall to work is necessary, each employee shall be recalled within his/her classification by seniority, that is, the most senior employee shall be recalled first within each classification.

Such notice of recall shall be delivered by hand or certified mail, postage prepaid, to the last address given to the employer by the employee.

If the employee fails to respond to such notice within ten (10) calendar days after receipt of such notice, the employer may then go to the next employee, in seniority order, for notice of recall.

Employees shall remain on the recall list for a period of twenty-four (24) months after the effective date of layoff unless:

- (.) Waives recall rights.
- (.) Resigns/Retires.
- (.) Fails to accept recall.
- (.) Fails to report after accepting recall within 14 calendar days after receipt of recall notice.

ARTICLE X - PROMOTIONS AND TRANSFERS

Management reserves and shall have the right to make promotions and transfers for positions included with the Bargaining Unit primarily on the basis of qualifications, ability and the performance of duty, but shall be governed by seniority where equal qualifications, ability and performance of duty, as determined by Management, have been demonstrated.

Bargaining Unit jobs to be filled through promotion shall be posted for a period of seven (7) working days.

Management shall make a determination of the filling of such posted position no later than thirty (30) working days after the close of the posting.

After an award is made of a promotion, the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within five (5) working days of the date posted, in accordance with the Grievance Procedure.

Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the Manchester Airport Authority.

Employees who are absent during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employees may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved, it will be settled by using the Grievance Procedure.

Job posting shall include job specifications, rate of pay, job location, the shift, and also if the job is permanent with a permanent rating.

The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent.

ARTICLE XI - WAGE RATES

1. Effective July 1, 2015, the Salary Schedules shall be increased by one percent (1%).
3. Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.
4. Outstanding performance evaluation bonus payments will cease, effective on date of ratification.
5. Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City.
6. The longevity waiting periods for employees shall be 5-10-15-20-15-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.
7. Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.
8. Effective July 1, 2000, employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with mutually agreed provisions which shall be attached as a sidebar letter.

ARTICLE XII - SHIFT DIFFERENTIAL

Effective July 1, 2012 the shift differential for employees at the Manchester Airport Authority shall be ten percent (10.0%).

Further, effective on the date of ratification, employees who are assigned to the day shift shall receive the shift differential for all additional hours worked, whenever they work four (4) hours or more, before or after, but not during their normal day shift hours.

ARTICLE XIII - DISCIPLINARY ACTION

The right of Management to discharge, suspend, or otherwise discipline in a fair and impartial manner is hereby acknowledged.

Written notice of an intent to discipline an employee shall be given to the employee and the Steward within five (5) working days after Management has knowledge of the alleged infraction.

The normal progression of discipline shall be:

- (.) Verbal warning.
- (.) Written warning.

- (.) Suspension.
- (.) Discharge.

Disciplinary action involving serious offenses need not proceed through the normal progression as listed above.

All disciplinary action taken against an employee, shall, upon request of the Union, be subject to the Grievance Procedure.

With the exception of sick leave use warnings (Art. XXX), verbal warnings/reprimands and written warnings/reprimands shall be removed from the employee's personnel file twenty-four (24) months after the date of the warning/reprimand, provided there are no similar infractions committed in the intervening period. Letters of suspension shall remain in the employee's permanent record.

ARTICLE XIV - GRIEVANCE PROCEDURE

Definitions:

A grievance is defined as a claim or dispute arising out of the application or interpretation of this agreement, under express provisions of this Agreement, and shall be processed in the following manner:

The Union and Management must resort to the use of the Grievance Procedure established herein; provided, however, that this shall not be construed as requiring the Union Steward to process a grievance which he/she considers to have insufficient or no merit.

Procedure:

A. Step I - Informal Level

Prior to the institution of any formal grievance, an employee must attempt to resolve the matter with his/her supervisor. Any adjustment reached at this informal level without the presence of a designated representative of the Union, shall not establish a precedent on either party.

B. Step II - Formal Grievance

Absent resolution at the informal Step I level, the grievant, with the assistance of his/her Shop Steward, must place the grievance in writing within five (5) working days of the occurrence giving rise to the grievance. Such grievance must be filed with the Airport Director or his/her designee, in detail, on grievance forms provided by the Union. Upon receipt of said grievance by the Airport Director or his/her designee, a meeting shall be called within five (5) working days between the grievant, the Shop Steward, the Airport Director and his/her designee and the Union Representative of Teamsters Local No. 633.

Subsequent to the above-mentioned meeting, the Airport Director or his/her designee must respond, in writing, as to the disposition of the grievance, within five (5) working days. Such response shall be given to the Shop Steward and copied to the Local Union.

If the resolution of the grievance is not reached by the parties, a pre-arbitration meeting shall be scheduled within five (5) days of receipt of the Step II response, by mutual agreement of the parties. The purpose of the meeting is to determine if the grievance can be resolved without arbitration.

C. Step III - Pre-Arbitration

The pre-arbitration panel shall consist of the City's Chief Negotiator, the Airport Director and/or his/her designee, the Union's Business Officer and/or his designee, the Shop Steward, and the grievant. A written response to the Union relative to the disposition of the grievance heard at pre-arbitration shall be rendered five (5) working days from the date of such pre-arbitration meeting. Failure to reach resolution at pre-arbitration shall, upon request of either party, allow for the grievance to proceed to arbitration. Either party may submit a written demand for arbitration, with a copy to the other party, to a mutually agreed - upon neutral dispute resolution agency under its rules or failing agreement, to the American Arbitration Association.

D. Step IV - Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have the flexibility to fashion a remedy to fit the violation, but his/her decision shall not go beyond what is necessary for the interpretation and application of the express provisions of the Agreement. The Arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained under this Agreement. The Arbitrator shall have no authority to render a decision which required the payment of retroactive wages or adjustments which extend prior to the date of the occurrence giving rise to the grievance. The decision of the Arbitrator shall be final and binding upon the parties as to the matter in dispute.

The party submitting a grievance to arbitration shall pay the total administration fee for the processing of such grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be shared equally by the parties. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

Failure of the grievant and/or the Union to abide by the time limits set forth in this Article shall result in the grievance being dismissed without action being taken with respect to such grievance.

Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.

It is agreed that the time limits above may be extended by mutual, written agreement between the Airport Director and/or his/her designee and the Shop Steward and/or Local Union Representative.

The Airport Director and/or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article, by specifying to the Union, in writing, the specific name(s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Step III. If such a grievance is not filed within ten (10) working days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance will be considered waived.

ARTICLE XV - WORKDAY/WORKWEEK

The normal workweek shall run in five consecutive days, Sunday through Saturday, with two consecutive days off.

There shall be three shifts on the Airfield in each normal workday:

- a. Day Shift (1st Shift) 7:30 AM to 4:00 PM with a one-half (1/2) hour unpaid lunch.
- b. Evening Shift (2nd Shift) 3:30 PM to 12:00 midnight with a one - half (1/2) hour unpaid lunch.
- c. Night Shift (3rd Shift) 11:30 PM to 8:00 AM with a one-half (1/2) hour unpaid lunch.

The normal Building Maintenance Employee schedule shall be as follows:

BUILDING	----	----	06:30	06:30	06:30	06:30	06:30
TECH	----	----	15:00	15:00	15:00	15:00	15:00
BUILDING	09:30	09:30	09:30	09:30	09:30	----	----
TECH	18:00	18:00	18:00	18:00	18:00	----	----
MAINT 1	----	04:00	04:00	04:00	04:00	04:00	----
#1	----	12:30	12:30	12:30	12:30	12:30	----
MAINT 1	----	12:00	12:00	12:00	12:00	12:00	----
#2	----	20:30	20:30	20:30	20:30	20:30	----

MAINT 1	07:30	07:30	07:30	07:30	07:30	----	----
#3	16:00	16:00	16:00	16:00	16:00	----	----

MAINT 1	----	----	07:30	07:30	07:30	07:30	07:30
#4	----	----	16:00	16:00	16:00	16:00	16:00

MAINT 2	----	09:30	09:30	09:30	09:30	09:30	----
	----	18:00	18:00	18:00	18:00	18:00	----

Dispatcher Schedule: Eight (8) hour shifts:

First Shift: *Midnight to 8:00 a.m.*
Sunday through Thursday
Tuesday through Saturday

Second Shift: *8:00 a.m. to 4:00 p.m.*
Sunday through Thursday
Tuesday through Saturday

Third Shift: *4:00 p.m. to Midnight*
Sunday through Thursday
Tuesday through Saturday

BREAK PERIODS

The present practice with respect to break periods at the Manchester Airport Authority shall be continued. That is, each employee shall be entitled to two (2) fifteen (15) minute break periods within the eight (8) hour shift.

LUNCH PERIODS

With the exception of dispatchers, employees shall receive a one-half hour unpaid lunch and two (2) fifteen (15) minute paid breaks in the regular workday.

In the event the employees are unable to receive their one-half hour lunch period or two (2) fifteen (15) minute breaks due to snow emergencies, or other emergencies such as breakdown of equipment, power failures, or Acts of God, such lunch period shall be considered as time worked and, as such, shall be compensated at the appropriate rate.

WORK BEYOND REGULAR SHIFT

When an employee is required to work beyond his regular shift, he shall be entitled to one (1) fifteen (15) minute paid break, subject to the operational needs of the airport.

Those employees required to work four (4) hours beyond the completion of their regular shift shall be entitled to a one half (1/2) hour paid lunch period at the completion of four (4) hours overtime, subject to the operational needs of the airport.

Those employees who work in excess of twelve (12) hours shall be entitled to a second fifteen (15) minute paid break at the completion of fourteen (14) consecutive hours, subject to the operational needs of the airport.

Those employees who work in excess of sixteen (16) consecutive hours shall receive an additional one half (1/2) hour paid lunch, subject to the operational needs of the airport.

Dispatchers who are required to work beyond the end of their eight (8) hour shifts shall receive an additional fifteen (15) minute paid a break, at the completion of each two (2) hours of overtime provided the dispatcher is required to continue to work beyond the two (2) hour period of scheduled or assigned overtime.

Any employee who does not receive his paid breaks or lunch periods as a result of the operational needs of the airport shall be compensated for same at the applicable rate of pay, in addition to his hours worked.

The schedules for land-side employees shall be five (5) consecutive days on the shift they bid for. Such schedule shall remain unchanged subsequent to semi-annual shift bidding unless the Union receives a two (2) week written notice to the intent to change the shift start times. The two (2) week notice may be waived in cases of emergencies or special projects of an unforeseen nature in which case the Union will be notified as soon as possible.

ARTICLE XVI - SHIFT PREFERENCE

Shift preference shall be applicable to all regular/certified employees, and shall be bid semi-annually by seniority within each classification, in April and November of each year.

New employees hired by the City may be assigned to any shift for their certification period but shall not be assigned to the shift for a period of more than nine (9) months for certification purpose, unless agreeable to by both Management and the Union.

Upon certification, all new employees shall be assigned to either the evening shift or the night shift in their respective classifications, if more senior employees desire the day shift.

Shift complements shall be determined by Management.

ARTICLE XVII - OVERTIME

All hours worked in excess of eight (8) hours per day shall be paid at the rate of time and one-half.

All hours worked in excess of forty (40) hours per week shall be paid at the rate of time and one-half.

Employees shall be paid double time for all hours worked in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the Airport Director.

When the employee is relieved from duty during emergencies prior to the completion of his/her regular shift, the employee shall be compensated at one and one-half times his/her regular rate upon recall to work in advance of his next regular shift.

Paid holidays, vacation time, personal days, and sick time taken during the workweek shall not count in the computation of the determination of the forty-hour-week.

Effect of holidays, vacation time, sick time and personal days on work week. When a holiday, vacation time, sick time or personal day is observed during any employee's work week, such time will have the effect of reducing the work week by each hour or each day observed for the purpose of complying with the overtime provisions for payment at the overtime rate for work performed beyond the normal work week.

Compensation for work performed on holidays, employees who are required to perform work or to render services on one of the holidays shall be compensated therefore as follows:

Any employee in this labor and trades group shall receive their regular pay for the holiday plus payment at time and one-half their regular rate of pay for all hours worked on a holiday.

Forfeiture of holiday pay. Any employee shall forfeit his right to payment for any holiday if he has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

Any person who has left their place of employment and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one-half; provided, further, that an employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at over-time rates for the inconvenience of being called back to work between the normal shifts, but not to be separately paid for several callbacks within the three (3) hour minimum guarantee period.

Any employee who is called in immediately prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.

Management may schedule employees to start their next day's shift at a time earlier than the regular time without extra compensation under the call-back provision of this section, provided such change in schedule is made prior to the completion of the shift the preceding day.

No temporary or seasonal employees shall be assigned to overtime work normally performed by regular employees until all regular employees; in the classification which customarily performs the work have had the opportunity for such assignment. During winter operations and other emergencies, temporary and seasonal employees may work over overtime as long as regular employees are provided with the first opportunities for the hours.

Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned first, on a rotating basis, among all qualified employees, by seniority, within the classification.

If the required overtime demands an additional number of employees be assigned then such assignment shall be made by seniority amongst the qualified employees within the classification.

If Management is unable to staff due to lack of qualified volunteers within a classification, then the least senior qualified employee within that classification shall be required to work, unless he has a valid excuse, acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Overtime work required beyond the employee's regular shift shall first be offered to the employee/employees then performing the specific function giving rise to the need for such overtime. Should the employee/employees performing the job decline the overtime it shall be offered to the most senior qualified employee/employees within the classification on that shift. If no qualified employee on that shift will accept the overtime then the least senior qualified employee on that shift shall be required to work, unless he has a valid excuse acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Management shall give as much advance notice as possible in the notification of scheduled overtime.

ARTICLE XVIII - EMERGENCY WORK

The responsibility of employees to make themselves available during periods of emergency is hereby recognized.

When an employee responds to an emergency situation and, as a result of hours worked and/or physical exhaustion, such employee is relieved from working his/her normal work schedule, and said employee is subsequently scheduled to work on his/her normal day off, such work shall be paid for at the applicable overtime rate.

If an employee is called in to work due to an emergency situation, while on vacation, such employee shall be compensated at the rate of time and one-half for all hours worked. Employees who are on vacation and are unavailable or cannot be contacted by the Employer shall not be disciplined for failure to respond to an emergency.

Deliberate refusal to respond to such emergency situations without justification may result in disciplinary action.

If an employee responds to the emergency situation while on vacation, he/she shall receive an equal amount of days or days worked, while on vacation at a subsequent date, mutually agreeable to the employee and Management. (Such time shall be unpaid.)

Such "Comp-Time" shall be taken within the same calendar year in which the emergency condition occurred.

ARTICLE XIX - PLUS RATES

In any case when an employee is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such employee shall receive the entrance rate of that class or one rate step above his present rate, whichever is higher, while so assigned, subject to the approval of the personnel director or personnel committee. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one workday. An employee may be temporarily assigned to the work of any position of the same or lower class grade without change in pay. In those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

ARTICLE XX - HOSPITAL/MEDICAL COVERAGE

1. Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 2, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

The following co-pays will apply to both the BlueChoice New England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

2. Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

3) The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HAS) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year

prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HAS or continuation of the HAS in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall Pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person, or family plan irrespective of the single, two person or family plan designation in the plan itself.

4. To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears, will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

5. Effective July 1, 2003 all employees shall be required to pay the employee share of the health and dental insurance premiums as specified in the collective bargaining agreement.

6. It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits.

7. Effective July 1, 1999 or date of ratification whichever occurs later, bargaining unit members who enroll in the Northeast Delta Dental Plan, Coverage C will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

8. The provisions of this Article (XX) which have been changed (as shown in italics) will lapse on June 30, 2004 if any other union, with an agreement that expired on June 30, 2002 and which participated in the Collaborative Bargaining, receives health/dental benefit changes which are better than the changes contained in this Agreement. In such case, such better benefit changes will apply to the bargaining unit members, under the same terms and conditions, effective July 1, 2004 and they will continue until different benefits are negotiated and agreed.

ARTICLE XXI - LIFE INSURANCE

Effective on July 1, 1999, the Survivor Benefit will be \$10,000 for members of the Bargaining Unit covered by this Agreement. The City will establish a fund to provide for the payment of \$10,000 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City of Manchester or who dies within sixty (60) calendar days of separation from service with the City because of retirement, disability, retirement or resignation due to health reasons. Such benefit of \$10,000 shall be payable in a lump sum. There shall be no right to benefits under this provision of this Agreement beyond the sixty (60) calendar day period as above described.

Effective September 1, 1999, or date of ratification, whichever is later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons.

The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE XXII - EDUCATION INCENTIVE REIMBURSEMENT

1. The City agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses, but not to exceed \$1050.00 per employee in a fiscal year and not to exceed the total budgeted amount per fiscal year of \$3000.00 for this program. Effective on the date of ratification, the total amount shall increase to \$6,000.00 per fiscal year.
2. Courses must be approved in advance by the Airport Director or his/her designee as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department of payment of the course. A procedure will be established to effectuate these payments.
3. Once a course has been approved as meeting the requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the course reimbursement will be paid to the employee upon presentation of a certificate of satisfactory completion of the course.
4. Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available.
5. If a course is paid for in whole or in part through a Federal or State program then the City will not reimburse for such amount, it being the intent of this section to eliminate double payment of any course.
6. Commercial Drivers Licenses (CDL)
Effective on date of ratification of this Agreement, the Manchester Airport Authority or the City of Manchester, N.H. shall pay for all Commercial Drivers Licenses (CDL) as required of the employees of the Manchester Airport Authority.

ARTICLE XXIII - LEAVE OF ABSENCE

1. In addition to other leaves authorized by this Agreement, the Airport Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed then (10) work days in a calendar year.

2. The board of mayor and aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Aviation Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidating a business, serving on a jury and attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

ARTICLE XXIV - MILITARY LEAVE

Shall be governed by applicable State and Federal law.

ARTICLE XXV - MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE XXVI - BEREAVEMENT LEAVE

Bereavement Leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to a permanent full-time employee who works at least half-time in the event of the death of his/her:

Spouse	Sister
Father	Brother
Mother	Child
Father-in-Law	Mother-in-Law
Daughter-in-Law	Son-in-Law

or a blood relative or ward residing in the same household.

Permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall be eligible for bereavement leave on the same basis as permanent full-time employees.

Under extenuating circumstances, two (2) additional days with pay may be granted under Section 1, with the written approval of the Aviation Director or his/her designee; such days to be charged to the employee's accrued sick leave.

At the request of the employee, a Special Leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandmother	Sister-in-Law	Brother-in-Law
Grandfather	Aunt	Great Grandparents
Grandchild	Uncle	

Ex-spouse (provided there are minor children at the time of the death.) (of employee only)

Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE XXVII - JURY DUTY

Any bargaining unit member who is called for jury duty shall notify the Airport Director or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Airport Director or his/her designee must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earning lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Airport Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE XXVIII - HOLIDAYS

Permanent full-time employees and permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

Any employee shall forfeit his/her right to payment of any holiday if he/she has an unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) shall be paid in accordance with Article XVII, Overtime.

A holiday that falls on an eligible employee's regular day off (Monday or Friday) may be observed the following or preceding regular work day (Tuesday or Thursday). The change is not available to eligible employees that work on the holiday and receives an overtime rate of pay.

ARTICLE XXIX - VACATIONS

Effective July 1, 2012 all bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Personnel Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time, to a maximum of fifty (50) days, based upon their then current rate of pay.

No employees shall be permitted to accrue in excess of one and one-half (1-1/2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than fifteen (15) days earned vacation to their credit at any one time.

Maximum vacation accrual. Effective July 1, 2012 no employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time; employees who earn twenty five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any time. In no event shall an employee be allowed to accrue no more than fifty (50) days of vacation time.

Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Airport Director or his/her designee, be charged against earned vacation leave allowance.

Vacation schedules shall be posted by Management in January of each year and vacation selections shall be completed by March 1st of each year.

Upon completion of the vacation schedule, the list will be reviewed by the Airport Director and the Union Steward for approval.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees shall be allowed to select one (1) week of paid vacation in not less than single day increments. Those employees wishing to designate one (1) week vacation as described above shall indicate that desire annually in January. Notice of a desire to take a single day of vacation shall be given not less than five (5) working days in advance of the date to be taken off. Not more than one (1) single day shall be utilized in any workweek. Management shall not unreasonably withhold the request for single days of vacation and the denial of such requests shall be based solely on the operational needs of the department.

ARTICLE XXX - SICK LEAVE ACCRUAL AND PAYMENT

All employees of the Department of Aviation who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1-1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred and five (105) workdays. Effective July 1, 1999 or date of ratification, whichever is later, the maximum sick leave accrual shall be one hundred twenty days (120) days.

Any employee eligible for sick leave with pay may use such sick leave, for absence due to his or her illness, injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the exposure to contagious disease.

Employees shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Employer. In case of chronic absenteeism or if the Airport Director has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Airport Director may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

When a member of the Bargaining Unit terminates his/her employment with the City of Manchester due to death, paid retirement or duty disability retirement all accrued sick leave up to a maximum of eighty days (sixteen weeks) shall be payable to the employee or the designated beneficiary.

Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days of regular pay plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay; provided however, employees hired after the date of ratification

shall be limited to payment for accrued sick leave not to exceed sixty (60) days, plus payment of one-quarter of the balance over sixty (60) days, but not more than one hundred twenty (120) days.

ARTICLE XXXI - SICK LEAVE BANK

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations. Decisions of the Non-Affiliated Sick Leave Bank shall not be grievable.

ARTICLE XXXII - SAFETY

The Department shall have the right to make regulations for the safety and health of its employees during their hours of employment. Representatives of the Department and the Union may meet once in ninety (90) days at the request of either party, to discuss such regulations. The Union agrees that its members who are employees of the Department will comply with the Department's rules and regulations relating to safety.

The Bargaining Unit members agree to exercise proper care and to be responsible for all department property issued or entrusted to them during their working hours.

Initial personal protective equipment shall be provided to an individual as required to perform those duties specific to each job classification. No employee shall be required to wear the personal safety or protective equipment of another employee, i.e., boots, chaps, helmets, safety glasses or personal hearing equipment.

Personnel classified as; Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, and Inventory Specialist are required to maintain the safety equipment utilizing their allotted tool allowance. The equipment must be maintained in satisfactory condition or replaced in sufficient quantities. Personnel safety equipment may be verified annually.

Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists must maintain the following minimum safety equipment:

- Forestry Helmet System – Steel face screen and hearing protectors (STIHL #886-0100 or approved equal)
- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical
- Chainsaw Chaps
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles

- Foot Protection – Rubber Boots

Airport Building Technicians, Equipment Mechanic II, and Inventory Specialist must maintain the following minimum safety equipment:

- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles
- Foot Protection – Rubber Boots

When safe storage space is provided by the Department, employees shall be responsible for replacing articles issued to them.

Management agrees to furnish high visibility rain gear for all employees for whom such issue is necessary. Management may furnish gloves, special clothing, safety vests and safety helmets as needed for the health and safety of its employees. The employees agree to exercise due care in the use of such items. All replacements of previous issue shall be made only when an article is turned in or exchanged for the one issued.

The parties agree that there shall be a jointly-staffed safety committee comprised of a minimum of two (2) members of management and two (2) members of the Union. The committee shall be comprised of an equal number of Union and management representatives.

The Union Business Agent shall appoint the Union representatives to the safety committee.

The Airport Director or Designee shall appoint the Manchester Airport representatives to the committee.

The committee shall meet not less than quarterly at the Manchester Airport, or at a site mutually agreeable to the parties.

The committee shall be “advisory only” and, as such, shall not have the right or ability to change or modify any language contained in the collective bargaining agreement.

Effective on the date of ratification of this Agreement, the City agrees to provide one pair of prescription safety glasses in each calendar year to all employees covered by this collective bargaining agreement. Each employee shall be reimbursed up to \$350 towards the total cost of such prescription safety glasses upon receipt of purchase documentation.

The City is not obligated to replace or repair lost, stolen or broken prescription safety glasses

ARTICLE XXXIII – BULLETIN BOARD

Space shall be provided by Management for the posting of official Union notices.

No Union notice shall be posted on the City's property other than on such space provided for the posting of such Union notices.

The Union agrees not to post any notice that is derogatory in nature. The Union will provide a copy of all notices to be posted to Management prior to posting.

ARTICLE XXXIV – STABILITY OF AGREEMENT

Should any article, section, or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State Law or Regulation or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, sections, or portion thereof, specified in the decision.

The parties to this Agreement agree to meet to negotiate only on the specific article or section, or portion thereof, which has been declared invalid or unenforceable, but neither party is required to make any concession in order to reach agreement on the specific article or section in question.

ARTICLE XXXV – UNIFORMS

1. The Department will continue to supply uniforms, etc. as it has in the past (\$50.00 safety shoe replacement); provided, however, effective as soon as practicable after the expiration of the current contract with the uniform provider, the Department agrees to provide and clean the official uniforms, which employees will wear. Personnel supplied uniforms shall be responsible to maintain all garments in a condition suitable for use. Those individuals issued may be obligated to cover any charges incurred for lost garments or garments that are unaccounted for upon termination of employment, or termination of the uniform contract.

2. Effective on July 1, 2007, the boot allowance will be increased to \$150.00 per fiscal year, upon presentation of receipts for replacement safety shoes. Work boots or safety shoes must extend above and protect the ankle area, sneakers are not approved.

3. Tool Allowance – Effective on the date of ratification, the Department will reimburse bargaining unit members, excluding the positions of Airport Dispatcher, up to four hundred dollars (\$400.00) per fiscal year upon presentation of receipts, for pre-approved tools, including power tools and required safety equipment that will be utilized in the performance of the job.

Due to the nature of the position, Airport Dispatchers are not eligible for tool allowances, safety boot allowances and/or prescription safety glasses.

The position of Inventory Specialist requires fewer tools and personal protective equipment, therefore, the allowance for this position is \$200.00 per year. The Inventory Specialist is eligible for prescription safety glasses reimbursement of up to \$350.00 per year.

Further, effective on the date of ratification, the Department will reimburse bargaining unit members, in an aggregate amount, not to exceed five thousand dollars (\$5,000.00) per fiscal year, for special pre-approved tools which will belong to and remain in the Airport.

APPEARANCE XXXVI

Employees are required to report for duty in clean and complete airport provided uniforms.

Employees who select to grow facial hair must maintain a professional appearance. Facial hair will be trimmed and well groomed.

Compensation Time XXXVII

The following outlines the procedures to be followed in establishing a comp time program for Airport Operations, Building Maintenance and Dispatch personnel.

- The accrual and use of comp time is voluntary and not required to be used in lieu of regular overtime.
- Comp time may be accrued from November 15th through April 15th of each year and must be used between April 16th and November 14th. Comp time is not usable November 15th through April 15th.
- Personnel may accrue up to 40 hours (maximum) of comp time each winter season.
- Comp time will be accrued and used in multiples of eight (8) hours, other than remaining yearly balance.
- Employees working eight (8) hours of time and one-half shall be credited with twelve (12) hours of comp time.
- Employees working eight (8) hours of double time shall be credited with sixteen (16) hours of comp time.
- On November 15th of each year, all comp time accruals will be set back to zero (0). Comp hours cannot be carried over into the next season. Every attempt will be made to use accrued comp time prior to November 14th.
- Comp time will be managed by an Airport Supervisor.
- Comp time requests and approvals will be made in writing following the same guidelines used in vacation scheduling, i.e. - minimum five (5) day prior request, approval by seniority, etc.
- Use of comp time will be granted based on the Airport's operational needs.

- Comp time earned before termination of the agreement must be used 'not later than November 14th of the year of termination.
- The comp time option is available to regular permanent full time employees only.
- The ability to accrue and use comp time will only be available to those employees that have used six (6) or less sick days between January 1st and November 15th.
- Employee will forgo unused comp time if terminated or otherwise leaves employment.
- All issues will be resolved through the employee's immediate supervisor and Union steward.
- Unresolved comp time issues may be appealed to the Airport Director and the Local Union President. The decision of the Director and President shall be final and shall not be subject to the Grievance and Arbitration Procedure.

ARTICLE XXXIII – TRAVEL ALLOWANCE

Travel allowance shall be subject to City Ordinances.

ARTICLE XXXIX– CONSULTATION

A representative of the Union may meet with the Airport Director or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this Agreement. If there is to be a meeting, a written agenda shall be submitted by the Airport Director to the Union or his/her designee, no less than five days before the scheduled meeting. At the discretion of the Union, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Airport Director, or his/her designee, and the Union from meeting on a less frequent basis on mutual agreement.

Nothing contained herein shall prevent the Union from consulting with the Airport Director or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.

ARTICLE XXXX – EMPLOYEES INJURED IN LINE OF DUTY

1. The parties agree to be bound by Section 18-47 of the City Ordinances, entitled, “Employees Injured in the Line of Duty”, as it may be amended from time to time.

ARTICLE XXXXI– EFFECT OF AGREEMENT

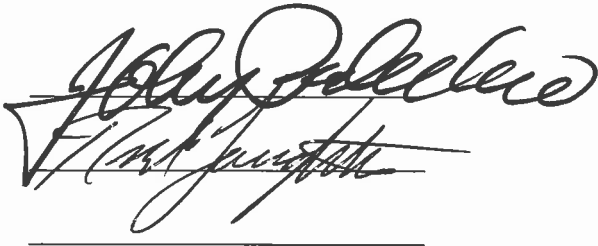
This instrument constitutes the entire Agreement of the City and the Union, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.

ARTICLE XXXXII - DURATION AND TERMINATION


1. This agreement shall be in full force and effect from July 1, 2016 to and including June 30, 2017 and shall automatically renew itself from year to year thereafter unless, prior to December 1, 2016, or any succeeding anniversary of such date, either party serves written notice on the other party that changes are desired therein or that it desires to terminate the agreement.

This agreement is formally agreed to and signed this date: _____

TEAMSTERS LOCAL 633 OF NH



CITY OF MANCHESTER
NEGOTIATING COMMITTEE



MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF MANCHESTER, AVIATION DEPARTMENT
AND
TEAMSTERS UNION LOCAL 633, N.H.
FINGERPRINTING OF EMPLOYEES

Whereas, the Aviation Security Improvement Act of 1990 (ASIA) has been enacted by the federal congress and signed into law; and,

Whereas, the Federal Aviation Administration (FAA) is expected to issue rules in 1992 pursuant to ASIA relating to criminal background investigations for employees with unescorted access to air carrier aircraft and other secured areas; and,

Whereas, the FAA is expected to request the Federal Bureau of Investigation (FBI) to conduct criminal history record checks for affected employees; and,

Whereas, the American Association of Airport Executives (AAAE) has recommended that Airport Operators begin to fingerprint employees in preparation for the anticipated FBI criminal history record checks; and,

Whereas, the City of Manchester, Aviation Department (Department) would like to fingerprint affected employees in the near future in association with the issuance of employee identification badges; and,

Whereas, the Department pledges to keep the fingerprints in a secure, locked place until such time as they are delivered to the FBI or another agency designated by the FAA and further that the Department will destroy the fingerprints if for any reason the criminal history records checks are not conducted; now,

Therefore, Teamsters Union Local 633 of NH hereby agrees that the Department may fingerprint affected employees in accordance with the reasons and the commitments stated above.

Agreed to this 21st day of October, 1991.

TEAMSTERS UNION LOCAL 633 OF NH

CITY OF MANCHESTER,
AVIATION DEPARTMENT

BY: _____

BY: _____

WITNESS: _____

WITNESS: _____

Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of the right to appeal the decision to the city-wide appeals committee. If the department head rules against the employee, the employee shall have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
- The Human Resources Director as non-voting chairman to provide staff resources. Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016		2016		2016		2016		2016		2016		2016		2016		2016		2016		2016	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	
GRADE 1	Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00							
	H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42							
	O	10.650	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630							
GRADE 1A	Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88							
	H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69							
	O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035							
GRADE 2	Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77							
	H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05							
	O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575							
GRADE 2A	Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22							
	H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42							
	O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130							
GRADE 3	Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67							
	H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80							
	O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14.850	15.300	15.720	16.245	16.725	17.205	17.700							
GRADE 3A	Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36							
	H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24							
	O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360							
GRADE 4	Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07							
	H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65							
	O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975							
GRADE 4A	Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97							
	H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10							
	O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650							
GRADE 5	Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82							
	H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51							
	O	13.830	14.220	14.655	15.120	15.540	16.035	16.500	16.995	17.505	18.030	18.570	19.110	19.710	20.265							
GRADE 5A	Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09							
	H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03							
	O	14.280	14.760	15.210	15.645	16.140	16.620	17.100	17.610	18.150	18.705	19.260	19.830	20.415	21,045							
GRADE 6	Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32							
	H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47							
	O	14.805	15.270	15.690	16.200	16.665	17.145	17.655	18.195	18.750	19.305	19.875	20.505	21.090	21.705							
GRADE 6A	Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52							
	H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01							
	O	15.300	15.735	16.260	16.740	17.235	17.760	18.285	18.825	19.410	19.965	20.595	21.180	21.810	22.515							

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 7 Ex (6E0) H O	21,924.36 10.52 15.780	22,582.10 10.87 16.305	23,259.56 11.20 16.800	23,957.35 11.53 17.295	24,676.06 11.89 17.835	25,415.98 12.24 18.360	26,178.84 12.59 18.885	26,964.18 12.98 19.470	27,773.12 13.35 20.025	28,606.32 13.79 20.685	29,464.51 14.19 21.285	30,348.44 14.61 21.915	31,258.88 15.06 22.590	32,196.67 15.49 23.235
GRADE 7A Ex (6EA) H O	22,691.72 10.91 16.365	23,372.48 11.26 16.890	24,073.64 11.57 17.355	24,795.84 11.95 17.925	25,539.72 12.30 18.450	26,305.89 12.66 18.990	27,095.11 13.06 19.590	27,907.94 13.43 20.145	28,745.19 13.84 20.760	29,607.53 14.26 21.390	30,495.77 14.68 22.020	31,410.67 15.12 22.680	32,352.96 15.55 23.325	33,323.56 16.03 24.045
GRADE 8 Ex (6F0) H O	23,459.08 11.29 16.935	24,162.84 11.63 17.445	24,887.73 11.98 17.970	25,634.36 12.34 18.510	26,403.40 12.69 19.035	27,195.50 13.09 19.635	28,011.35 13.47 20.205	28,851.70 13.88 20.820	29,717.25 14.30 21.450	30,608.78 14.73 22.095	31,527.01 15.18 22.770	32,472.86 15.60 23.400	33,447.01 16.11 24.165	34,450.43 16.57 24.855
GRADE 8A Ex (6FA) H O	24,280.12 11.66 17.490	25,008.55 12.01 18.015	25,758.79 12.38 18.570	26,531.56 12.74 19.110	27,327.51 13.15 19.725	28,147.35 13.52 20.280	28,991.74 13.95 20.925	29,861.51 14.36 21.540	30,757.35 14.80 22.200	31,680.06 15.24 22.860	32,630.48 15.69 23.535	33,609.39 16.18 24.270	34,617.70 16.64 24.960	35,656.21 17.18 25.770
GRADE 9 Ex (6G0) H O	25,101.22 12.07 18.105	25,854.26 12.46 18.690	26,629.88 12.83 19.245	27,428.76 13.21 19.815	28,251.64 13.60 20.400	29,099.16 14.02 21.030	29,972.14 14.43 21.645	30,871.31 14.88 22.320	31,797.46 15.33 22.995	32,751.38 15.80 23.700	33,733.91 16.27 24.405	34,745.94 16.75 25.125	35,788.31 17.26 25.890	36,861.96 17.76 26.640
GRADE 9A Ex (6GA) H O	25,979.77 12.50 18.750	26,759.13 12.87 19.305	27,561.92 13.25 19.875	28,388.76 13.67 20.505	29,240.43 14.06 21.090	30,117.63 14.47 21.705	31,021.20 14.95 22.425	31,951.81 15.38 23.070	32,910.36 15.86 23.790	33,897.68 16.31 24.465	34,914.60 16.80 25.200	35,962.05 17.32 25.980	37,040.92 17.81 26.715	38,152.09 18.36 27.540
GRADE 10 Ex (6H0) H O	26,858.27 12.92 19.380	27,664.05 13.28 19.920	28,493.95 13.70 20.550	29,348.80 14.10 21.150	30,229.23 14.51 21.765	31,136.14 14.99 22.485	32,070.20 15.43 23.145	33,032.32 15.91 23.865	34,023.29 16.36 24.540	35,043.96 16.85 25.275	36,095.30 17.36 26.040	37,178.17 17.86 26.790	38,293.48 18.42 27.630	39,442.29 18.97 28.455
GRADE 10A Ex (6HA) H O	27,798.33 13.35 20.025	28,632.28 13.80 20.700	29,491.24 14.20 21.300	30,375.99 14.62 21.930	31,287.26 15.07 22.605	32,225.88 15.50 23.250	33,192.65 15.98 23.970	34,188.46 16.43 24.645	35,214.09 16.93 25.395	36,270.51 17.43 26.145	37,358.65 17.98 26.970	38,479.38 18.51 27.765	39,633.76 19.07 28.605	40,822.76 19.62 29.430
GRADE 11 Ex (6I0) H O	28,738.36 13.84 20.760	29,600.50 14.24 21.360	30,488.54 14.67 22.005	31,403.18 15.11 22.665	32,345.29 15.54 23.310	33,315.65 16.03 24.045	34,315.13 16.51 24.765	35,344.56 17.01 25.515	36,404.88 17.49 26.235	37,497.03 18.05 27.075	38,621.97 18.57 27.855	39,780.65 19.14 28.710	40,974.03 19.72 29.580	42,203.27 20.30 30.450
GRADE 11A Ex (6IA) H O	29,744.19 14.31 21.465	30,636.55 14.74 22.110	31,555.62 15.19 22.785	32,502.29 15.62 23.430	33,477.38 16.13 24.195	34,481.68 16.59 24.885	35,516.15 17.12 25.680	36,581.62 17.62 26.430	37,679.05 18.16 27.240	38,809.46 18.69 28.035	39,973.72 19.25 28.875	41,172.94 19.83 29.745	42,408.12 20.42 30.630	43,680.37 21.04 31.560
GRADE 12 Ex (6J0) H O	30,750.06 14.78 22.170	31,672.52 15.23 22.845	32,622.71 15.68 23.520	33,601.39 16.17 24.255	34,609.47 16.63 24.945	35,647.73 17.16 25.740	36,717.17 17.66 26.490	37,818.65 18.21 27.315	38,953.25 18.74 28.110	40,121.86 19.30 28.950	41,325.48 19.87 29.805	42,565.26 20.46 30.690	43,842.22 21.10 31.650	45,157.47 21.74 32.610
GRADE 12A Ex (6JA) H O	31,826.29 15.30 22.950	32,781.13 15.76 23.640	33,764.55 16.24 24.360	34,777.45 16.73 25.095	35,820.75 17.24 25.860	36,895.40 17.74 26.610	38,002.25 18.28 27.420	39,142.32 18.84 28.260	40,316.58 19.40 29.100	41,526.11 19.98 29.970	42,771.91 20.59 30.885	44,055.04 21.20 31.800	45,376.71 21.83 32.745	46,737.98 22.48 33.720

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
GRADE 13 Ex (6K0)	32,902.54	33,889.65	34,306.34	35,953.50	37,032.10	38,143.08	39,287.36	40,465.98	41,679.95	42,930.37	44,218.32	45,544.81	46,911.21	48,318.50
	H	15.85	16.30	17.31	17.80	18.35	18.91	19.48	20.04	20.66	21.27	21.92	22.56	23.26
	O	23.775	24.450	25.170	25.965	26.700	27.525	28.365	29.220	30.060	30.990	31.905	32.880	33.840
GRADE 13A Ex (6KA)	34,054.15	35,075.76	36,128.06	37,211.88	38,328.24	39,478.09	40,662.42	41,882.31	43,138.77	44,432.93	45,765.91	47,138.93	48,553.05	50,009.67
	H	16.36	16.86	17.89	18.44	18.99	19.56	20.15	20.75	21.38	22.02	22.66	23.36	24.08
	O	24.540	25.290	26.070	26.835	27.660	28.485	29.340	30.225	31.125	32.070	33.030	33.990	35.040
GRADE 14 Ex (6L0)	35,205.75	36,261.92	37,349.77	38,470.25	39,624.36	40,813.09	42,037.49	43,298.63	44,597.58	45,935.51	47,313.53	48,732.97	50,194.97	51,700.81
	H	16.91	17.43	17.98	18.50	19.04	19.61	20.23	20.81	21.45	22.09	22.77	23.45	24.16
	O	25.365	26.145	26.970	27.750	28.560	29.415	30.345	31.215	32.175	33.135	34.155	35.175	36.240
GRADE 14A Ex (6LA)	36,437.94	37,531.07	38,657.00	39,816.70	41,011.22	42,241.52	43,508.81	44,814.08	46,158.49	47,543.25	48,969.54	50,438.62	51,951.75	53,510.36
	H	17.49	18.06	18.58	19.15	19.73	20.32	20.93	21.54	22.20	23.55	24.26	24.97	25.72
	O	26.235	27.090	27.870	28.725	29.595	30.480	31.395	32.310	33.300	34.305	35.325	36.390	37.455
GRADE 15 Ex (6M0)	37,670.13	38,800.25	39,964.26	41,163.19	42,398.07	43,670.03	44,980.12	46,329.54	47,719.41	49,150.99	50,625.51	52,144.28	53,708.59	55,319.87
	H	18.12	18.64	19.21	19.81	20.40	21.02	21.64	22.28	23.64	24.35	25.07	25.83	26.61
	O	27.180	27.960	28.815	29.715	30.600	31.530	32.460	33.420	34.440	35.460	36.525	37.605	38.745
GRADE 15A Ex (6MA)	38,988.59	40,158.25	41,362.98	42,603.89	43,882.00	45,198.46	46,554.42	47,951.06	49,389.59	50,871.27	52,397.41	53,969.33	55,588.40	57,256.06
	H	18.76	19.31	19.90	20.50	21.14	21.77	22.41	23.08	23.75	24.47	25.22	25.96	26.74
	O	28.140	28.965	29.850	30.750	31.710	32.655	33.615	34.620	35.625	36.705	37.830	38.940	40.110
GRADE 16 Ex (6N0)	40,307.06	41,516.25	42,761.74	44,044.57	45,365.94	46,726.90	48,128.71	49,572.59	51,059.75	52,591.56	54,169.30	55,794.37	57,468.20	59,192.23
	H	19.39	19.97	20.59	21.20	21.83	22.48	23.15	23.83	24.57	25.32	26.07	26.85	27.65
	O	29.085	29.955	30.885	31.800	32.745	33.720	34.725	35.745	36.855	37.980	39.105	40.275	41.475
GRADE 16A Ex (6NA)	41,717.80	42,969.33	44,258.40	45,586.19	46,953.74	48,362.35	49,813.24	51,307.62	52,846.87	54,432.25	56,065.23	57,747.16	59,479.59	61,263.96
	H	20.04	20.66	21.27	21.92	22.58	23.28	24.00	24.69	25.44	26.18	26.99	27.81	28.64
	O	30.060	30.990	31.905	32.880	33.870	34.920	36.000	37.035	38.160	39.270	40.485	41.715	42.960
GRADE 17 Ex (6O0)	43,128.55	44,422.41	45,755.07	47,127.72	48,541.55	49,997.81	51,497.72	53,042.69	54,633.93	56,272.95	57,961.13	59,699.98	61,490.97	63,335.71
	H	20.74	21.37	22.01	22.65	23.35	24.07	24.78	25.51	26.29	27.08	27.87	28.70	29.56
	O	31.110	32.055	33.015	33.975	35.025	36.105	37.170	38.265	39.435	40.620	41.805	43.050	44.340
GRADE 17A Ex (6OA)	44,638.06	45,977.17	47,356.50	48,777.19	50,240.49	51,747.71	53,300.15	54,899.15	56,546.13	58,242.53	59,989.78	61,789.47	63,643.15	65,552.46
	H	21.46	22.10	22.78	23.46	24.17	24.88	25.62	26.41	27.18	27.99	28.87	29.71	30.60
	O	32.190	33.150	34.170	35.190	36.255	37.320	38.430	39.615	40.770	41.985	43.305	44.565	45.900
GRADE 18 Ex (6P0)	46,147.53	47,531.95	48,957.91	50,426.66	51,939.46	53,497.65	55,102.58	56,755.65	58,458.32	60,212.06	62,018.41	63,878.98	65,795.33	67,769.20
	H	22.19	22.86	23.53	24.24	24.96	25.71	26.51	27.29	28.13	28.99	29.86	30.75	31.66
	O	33.285	34.290	35.295	36.360	37.440	38.565	39.765	40.935	42.195	43.485	44.790	46.125	47.490
GRADE 18A Ex (6PA)	47,762.71	49,195.56	50,671.45	52,191.61	53,757.32	55,370.06	57,031.14	58,742.11	60,504.37	62,319.48	64,189.08	66,114.74	68,098.18	70,141.14
	H	22.97	23.65	24.36	25.09	25.85	26.63	27.43	28.26	29.10	29.96	30.86	31.76	32.76
	O	34.455	35.475	36.540	37.635	38.775	39.945	41.145	42.390	43.650	44.940	46.290	47.640	49.140

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 16
GRADE 19 Ex (6Q0) H O	49,377.87 23.74 35,610	50,859.21 24.45 36,675	52,384.97 25.20 37,800	53,956.52 25.94 38,910	55,575.22 26.71 40,065	57,242.50 27.54 41,310	58,959.76 28.37 42,555	60,728.55 29.20 43,800	62,550.41 30.10 45,150	64,426.89 30.98 46,470	66,359.72 31.94 47,910	68,350.52 32.88 49,320	70,401.03 33.87 50,805	72,513.04 34.90 52,350
GRADE 19A Ex (6QA) H O	51,106.08 24.59 36,885	52,639.27 25.35 38,025	54,218.44 26.09 39,135	55,845.00 26.87 40,305	57,520.36 27.68 41,520	59,245.98 28.49 42,735	61,023.32 29.34 44,010	62,854.07 30.24 45,360	64,739.67 31.16 46,740	66,681.85 32.09 48,135	68,682.30 33.03 49,545	70,742.78 34.03 51,045	72,865.06 35.06 52,590	75,051.00 36.12 54,180
GRADE 20 Ex (6R0) H O	52,834.30 25.41 38,115	54,419.31 26.15 39,225	56,051.89 26.95 40,425	57,733.49 27.79 41,685	59,465.49 28.62 42,930	61,249.45 29.48 44,220	63,086.94 30.35 45,525	64,979.55 31.28 46,920	66,928.92 32.20 48,300	68,936.78 33.18 49,770	71,004.90 34.16 51,240	73,135.03 35.17 52,755	75,329.10 36.25 54,375	77,588.98 37.34 56,010
GRADE 20A Ex (6RA) H O	54,683.51 26.32 39,480	56,324.01 27.11 40,665	58,013.75 27.90 41,850	59,754.17 28.73 43,095	61,546.78 29.59 44,385	63,393.19 30.49 45,735	65,294.95 31.41 47,115	67,253.81 32.36 48,540	69,271.44 33.34 50,010	71,349.56 34.32 51,480	73,490.07 35.35 53,025	75,694.77 36.41 54,615	77,965.59 37.50 56,250	80,304.57 38.62 57,930
GRADE 21 Ex (6S0) H O	56,532.70 27.17 40,755	58,228.67 27.99 41,985	59,975.56 28.86 43,290	61,774.83 29.70 44,550	63,628.05 30.59 45,885	65,536.92 31.54 47,310	67,503.01 32.48 48,720	69,528.09 33.44 50,160	71,613.94 34.46 51,690	73,762.36 35.47 53,205	75,975.25 36.52 54,780	78,254.49 37.63 56,445	80,602.15 38.77 58,155	83,020.19 39.94 59,910
GRADE 21A Ex (6SA) H O	58,511.35 28.15 42,225	60,266.70 29.01 43,515	62,074.71 29.88 44,820	63,936.94 30.77 46,155	65,855.04 31.68 47,520	67,830.70 32.65 48,975	69,865.60 33.63 50,445	71,961.60 34.63 51,945	74,120.44 35.68 53,520	76,344.06 36.75 55,125	78,634.37 37.84 56,760	80,993.42 38.98 58,470	83,423.18 40.15 60,225	85,925.90 41.36 62,040
GRADE 22 Ex (6T0) H O	60,490.00 29.09 43,635	62,304.68 29.95 44,925	64,173.81 30.85 46,275	66,099.07 31.75 47,625	68,082.03 32.75 49,125	70,124.51 33.72 50,580	72,228.22 34.71 52,065	74,395.06 35.78 53,670	76,626.91 36.84 55,260	78,925.73 37.98 56,970	81,293.50 39.10 58,650	83,732.31 40.27 60,405	86,244.26 41.49 62,235	88,831.58 42.72 64,080
GRADE 22A Ex (6TA) H O	62,607.15 30.12 45,180	64,485.37 31.00 46,500	66,419.94 31.96 47,940	68,412.51 32.90 49,350	70,464.90 33.89 50,835	72,578.85 34.94 52,410	74,756.23 35.94 53,910	76,998.88 37.04 55,560	79,308.87 38.13 57,195	81,688.13 39.29 58,935	84,138.79 40.45 60,675	86,662.95 41.66 62,490	89,262.83 42.94 64,410	91,940.73 44.21 66,315
GRADE 23 Ex (6U0) H O	64,724.29 31.09 46,635	66,686.02 32.07 48,105	68,666.03 33.01 49,515	70,725.97 34.01 51,015	72,847.79 35.04 52,560	75,033.18 36.09 54,135	77,284.19 37.17 55,755	79,602.74 38.27 57,405	81,990.80 39.43 59,145	84,450.54 40.60 60,900	86,984.05 41.82 62,730	89,593.57 43.07 64,605	92,281.37 44.39 66,585	95,049.81 45.69 68,535
GRADE 23A Ex (6UA) H O	66,989.64 32.20 48,300	68,999.35 33.18 49,770	71,069.32 34.16 51,240	73,201.40 35.18 52,770	75,397.44 36.27 54,405	77,659.38 37.35 56,025	79,989.14 38.47 57,705	82,388.81 39.62 59,430	84,860.49 40.81 61,215	87,406.30 42.02 63,030	90,028.49 43.28 64,920	92,729.33 44.59 66,885	95,511.21 45.93 68,895	98,376.56 47.31 70,965
GRADE 24 Ex (6V0) H O	69,254.99 33.30 49,950	71,332.64 34.29 51,435	73,472.65 35.33 52,995	75,676.83 36.38 54,570	77,947.11 37.48 56,220	80,285.54 38.60 57,900	82,694.07 39.76 59,640	85,174.92 40.97 61,455	87,730.18 42.19 63,285	90,362.09 43.44 65,160	93,072.92 44.74 67,110	95,865.11 46.12 69,180	98,741.07 47.49 71,235	101,703.30 48.91 73,365
GRADE 24A Ex (6VA) H O	71,678.94 34.47 51,705	73,829.31 35.49 53,235	76,044.18 36.54 54,810	78,325.50 37.65 56,475	80,675.28 38.79 58,185	83,095.52 39.96 59,940	85,588.39 41.14 61,710	88,156.02 42.38 63,570	90,800.72 43.66 65,490	93,524.73 44.98 67,470	96,330.46 46.32 69,480	99,220.40 47.70 71,550	102,197.00 49.13 73,695	105,262.92 50.61 75,915

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016		2016		2016		2016		2016		2016		2016		2016		2016		2016		2016	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	
GRADE 25 (6W0)	Ex	74,102.86	76,325.93	78,615.71	80,974.18	83,403.42	85,905.55	88,482.68	91,137.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	108,822.53	112,051.62	115,331.28	118,661.99	122,045.59	125,482.68	128,951.62	132,450.00
	H	35.63	36.70	37.78	38.94	40.10	41.30	42.56	43.83	45.14	46.49	47.88	49.31	50.79	52.33	53.91	55.53	57.20	58.92	60.68	62.47	64.30
	O	53.445	55.050	56.670	58.410	60.150	61.950	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495	80.895	83.385	85.955	88.605	91.335	94.070	96.860
GRADE 25A (6WA)	Ex	76,696.46	78,997.36	81,367.24	83,808.30	86,322.55	88,912.19	91,579.58	94,326.96	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32	116,011.83	119,494.34	123,079.85	126,767.36	130,557.87	134,455.78	138,489.47
	H	36.88	38.00	39.13	40.30	41.51	42.76	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17	55.80	57.47	59.19	60.95	62.75	64.58	66.45
	O	55.320	57.000	58.695	60.450	62.265	64.140	66.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255	83.675	86.135	88.635	91.175	93.755	96.375	99.040
GRADE 26 (6X0)	Ex	79,290.05	81,668.76	84,118.82	86,642.37	89,241.63	91,918.92	94,676.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113,048.63	116,440.11	120,000.00	123,720.00	127,590.00	131,510.00	135,580.00	139,700.00	143,870.00
	H	38.13	39.29	40.45	41.66	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.97	57.61	59.28	60.98	62.71	64.47	66.24	68.05
	O	57.195	58.935	60.675	62.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81.540	83.955	86,420	88,925	91,475	94,070	96,710	99,400	102,130
GRADE 26A (6XA)	Ex	82,065.22	84,527.17	87,062.99	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107,076.47	110,288.77	113,597.41	117,005.37	120,515.52	124,120.00	127,820.00	131,610.00	135,500.00	139,490.00	143,580.00	147,770.00
	H	39.46	40.65	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	54.64	56.28	57.95	59.65	61.38	63.14	64.93	66.75	68.60	70.47
	O	59.190	60.975	62.805	64.695	66.645	68.680	70.795	72.825	75.000	77.250	79.545	81.960	84.420	86,925	89,450	91,975	94,540	97,145	99,780	102,440	105,130
GRADE 27 (6Y0)	Ex	84,840.35	87,385.56	90,007.14	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438.88	120,962.08	124,590.91	128,312.28	132,120.00	136,010.00	140,000.00	144,090.00	148,280.00	152,570.00
	H	40.80	42.01	43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58.17	59.92	61.70	63.51	65.35	67.22	69.12	71.05	73.00
	O	61.200	63.015	64.905	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87.255	89,880	92,580	95,350	98,190	101,090	104,050	107,070	110,100
GRADE 27A (6YA)	Ex	87,809.76	90,444.05	93,157.39	95,952.10	98,830.66	101,795.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195.72	128,951.62	132,810.00	136,770.00	140,830.00	144,990.00	149,250.00	153,610.00	158,070.00
	H	42.23	43.47	44.77	46.15	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.99	63.81	65.65	67.51	69.39	71.29	73.20	75.13
	O	63.345	65.205	67.155	69.225	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92,985	95,720	98,510	101,360	104,270	107,240	110,270	113,360
GRADE 28 (6Z0)	Ex	90,779.17	93,502.56	96,307.61	99,196.89	102,172.78	105,237.97	108,395.08	111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312.28	137,300.00	141,390.00	145,580.00	149,870.00	154,260.00	158,750.00	163,340.00
	H	43.64	44.96	46.30	47.69	49.12	50.59	52.12	53.68	55.30	56.97	58.69	60.45	62.25	64.12	66.04	67.99	69.96	71.95	73.96	75.98	78.02
	O	65.460	67.440	69.450	71.535	73.680	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180	99.090	102.100	105.220	108.450	111.780	115.210	118.740
GRADE 28A (6ZA)	Ex	93,956.45	96,775.13	99,678.38	102,668.77	105,748.82	108,921.29	112,188.91	115,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22	142,110.00	146,350.00	150,690.00	155,130.00	159,670.00	164,310.00	169,060.00
	H	45.17	46.55	47.93	49.36	50.84	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34	68.31	70.31	72.33	74.37	76.43	78.50	80.58
	O	67.755	69.825	71.895	74.040	76.260	78.570	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510	102,500	105,590	108,780	112,070	115,460	118,950	122,540
GRADE 29 (600)	Ex	97,133.71	100,047.73	103,049.18	106,140.65	109,324.86	112,604.60	115,982.75	119,462.21	123,046.09	126,737.48	130,539.61	134,455.78	138,489.47	142,644.16	146,910.00	151,280.00	155,750.00	160,320.00	164,990.00	169,760.00	174,630.00
	H	46.72	48.12	49.56	51.06	52.57	54.16	55.79	57.46	59.20	60.96	62.80	64.65	66.61	68.60	70.61	72.64	74.69	76.76	78.84	80.94	83.05
	O	70.080	72.180	74.340	76.590	78.855	81.240	83.685	86.190	88.800	91.440	94.200	96.975	99.915	102,900	105,950	109,100	112,350	115,700	119,150	122,700	126,350
GRADE 29A (60A)	Ex	100,533.39	103,549.39	106,655.89	109,855.58	113,151.23	116,545.77	120,042.16	123,643.40	127,352.70	131,173.31	135,108.48	139,161.75	143,336.60	147,636.71	152,060.00	156,600.00	161,250.00	166,010.00	170,880.00	175,860.00	180,950.00
	H	48.33	49.79	51.28	52.82	54.42	56.04	57.74	59.47	61.25	63.07	64.98	66.92	68.93	70.99	73.07	75.17	77.29	79.43	81.58	83.75	85.93
	O	72.495	74.685	76.920	79.230	81.630	84.060	86.610	89.205	91.875	94.605	97.470	100.380	103.395	106.485	109,650	112,880	116,180	119,550	123,000	126,520	130,120
GRADE 30 (610)	Ex	103,933.05	107,051.08	110,262.60	113,570.50	116,977.58	120,486.92	124,101.53	127,824.58	131,659.31	135,609.11	139,677.36	143,867.69	148,183.71	152,629.25	157,200.00	161,890.00	166,690.00	171,600.00	176,620.00	181,750.00	187,000.00
	H	49.94	51.46	52.99	54.62	56.25	57.93	59.65	61.48	63.30	65.23	67.18	69.17	71.27	73.40	75.55	77.71	79.89	82.09	84.31	86.54	88.79
	O	74.910	77.190	79.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100.770	103.755	106.905	110,100	113,450	116,900	120,450	124,100	127,850	131,700	135,650
GRADE 30A (61A)	Ex	107,570.72	110,797.87	114,121.79	117,545.46	121,071.83	124,703.97	128,445.08	132,298.45	136,267.40	140,355.42	144,566.08	148,903.06	153,370.15	157,971.25	162,700.00	167,550.00	172,520.00	177,610.00	182,820.00	188,150.00	193,600.00
	H	51.72	53.29	54.89	56.53	58.25	59.98	61.78	63.64	65.53	67.51	69.53	71.61	73.77	75.96	78.18	80.42	82.68	84.95	87.24	89.54	91.86
	O	77.580	79.935	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101.265	104.295	107.415	110.655	113,940	117,370	120,860	124,410	128,020	131,690	135,420	139,210

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GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
GRADE 31 (620)	Ex 111,208.40 H 53.48 O 80.220	114,544.67 55.06 82.590	117,981.00 56.72 85.080	121,520.43 58.42 87.630	125,166.04 60.17 90.255	128,921.03 61.97 92.955	132,788.65 63.83 95.745	136,772.30 65.75 98.625	140,875.49 67.72 101.580	145,101.74 69.77 104.655	149,454.78 71.88 107.820	153,938.30 74.03 111.045	158,556.59 76.23 114.345	163,313.27 78.53 117.795
GRADE 31A (62A)	Ex 115,100.70 H 55.34 O 83.010	118,553.71 57.00 85.500	122,110.31 58.72 88.080	125,773.63 60.49 90.735	129,546.83 62.29 93.435	133,433.24 64.17 96.255	137,436.22 66.09 99.135	141,559.33 68.05 102.075	145,806.10 70.11 105.165	150,180.31 72.20 108.300	154,685.69 74.39 111.585	159,326.28 76.61 114.915	164,106.08 78.92 118.380	169,029.26 81.28 121.920
GRADE 32 (630)	Ex 118,993.00 H 57.20 O 85.800	122,562.77 58.91 88.365	126,239.65 60.70 91.050	130,026.85 62.51 93.765	133,927.65 64.40 96.600	137,945.49 66.33 99.495	142,083.83 68.32 102.480	146,346.35 70.37 105.555	150,736.75 72.48 108.720	155,258.87 74.64 111.960	159,916.60 76.89 115.335	164,714.11 79.21 118.815	169,655.54 81.57 122.355	174,745.22 84.04 126.060
GRADE 32A (63A)	Ex 123,157.72 H 59.22 O 88.830	126,852.48 61.00 91.500	130,658.06 62.85 94.275	134,577.79 64.71 97.065	138,615.14 66.65 99.975	142,773.58 68.66 102.990	147,056.80 70.73 106.095	151,468.49 72.82 109.230	156,012.53 75.02 112.530	160,692.91 77.27 115.905	165,513.69 79.59 119.385	170,479.10 81.97 122.955	175,593.49 84.44 126.660	180,861.31 86.98 130.470
GRADE 33 (640)	Ex 127,322.48 H 61.21 O 91.815	131,142.18 63.04 94.560	135,076.44 64.96 97.440	139,128.71 66.90 100.350	143,302.59 68.91 103.365	147,601.65 70.97 106.455	152,029.71 73.11 109.665	156,590.58 75.30 112.950	161,288.31 77.55 116.325	166,126.95 79.87 119.805	171,110.81 82.28 123.420	176,244.08 84.76 127.140	181,531.45 87.29 130.935	186,977.37 89.90 134.850
GRADE 33A (64A)	Ex 131,778.77 H 63.34 O 95.010	135,732.15 65.27 97.905	139,804.12 67.22 100.830	143,998.24 69.24 103.860	148,318.19 71.32 106.980	152,767.72 73.45 110.175	157,350.73 75.65 113.475	162,071.25 77.91 116.865	166,933.41 80.26 120.390	171,941.44 82.66 123.990	177,099.66 85.15 127.725	182,412.66 87.73 131.595	187,885.04 90.34 135.510	193,521.58 93.03 139.545
GRADE 34 (650)	Ex 136,235.04 H 65.49 O 98.235	140,322.14 67.46 101.190	144,531.79 69.50 104.250	148,867.74 71.56 107.340	153,333.76 73.73 110.595	157,933.80 75.93 113.895	162,671.79 78.22 117.330	167,551.95 80.56 120.840	172,578.50 82.98 124.470	177,755.86 85.47 128.205	183,088.55 88.02 132.030	188,581.17 90.69 136.035	194,238.64 93.41 140.115	200,065.80 96.20 144.300
GRADE 34A (65A)	Ex 141,003.28 H 67.80 O 101.700	145,233.40 69.81 104.715	149,590.39 71.94 107.910	154,078.13 74.08 111.120	158,700.44 76.30 114.450	163,461.46 78.59 117.885	168,365.30 80.95 121.425	173,416.25 83.38 125.070	178,618.75 85.87 128.805	183,977.31 88.45 132.675	189,496.64 91.09 136.635	195,181.52 93.86 140.790	201,037.03 96.66 144.990	207,068.11 99.56 149.340
GRADE 35 (660)	Ex 145,771.50 H 70.09 O 105.135	150,144.65 72.19 108.285	154,649.01 74.37 111.555	159,288.48 76.59 114.885	164,067.13 78.90 118.350	168,989.15 81.26 121.890	174,058.81 83.69 125.535	179,280.58 86.21 129.315	184,658.99 88.78 133.170	190,198.77 91.47 137.205	195,904.76 94.20 141.300	201,781.83 97.02 145.530	207,835.35 99.95 149.925	214,070.38 102.95 154.425
GRADE 35A (66A)	Ex 150,873.52 H 72.54 O 108.810	155,399.75 74.72 112.080	160,061.71 76.95 115.425	164,863.57 79.26 118.890	169,809.48 81.63 122.445	174,903.76 84.09 126.135	180,150.87 86.62 129.930	185,555.39 89.22 133.830	191,122.06 91.90 137.850	196,855.72 94.65 141.975	202,761.44 97.50 146.250	208,844.21 100.40 150.600	215,109.58 103.41 155.115	221,562.86 106.50 159.750
GRADE 36 (670)	Ex 155,975.52 H 75.00 O 112.500	160,654.80 77.23 115.845	165,474.45 79.56 119.340	170,438.65 81.94 122.910	175,551.84 84.41 126.615	180,818.40 86.94 130.410	186,242.95 89.56 134.340	191,830.22 92.23 138.345	197,585.14 95.02 142.530	203,512.68 97.87 146.805	209,618.09 100.81 151.215	215,906.60 103.83 155.745	222,383.84 106.93 160.395	229,055.33 110.13 165.195
GRADE 36A (67A)	Ex 161,434.65 H 77.63 O 116.445	166,277.73 79.95 119.925	171,266.04 82.36 123.540	176,404.01 84.83 127.245	181,696.16 87.38 131.070	187,147.02 89.98 134.970	192,761.43 92.70 139.050	198,544.26 95.46 143.190	204,500.59 98.30 147.450	210,635.61 101.25 151.875	216,954.71 104.28 156.420	223,463.33 107.42 161.130	230,167.25 110.65 165.975	237,072.26 114.00 171.000

GRADE		2016		2016		2016		2016		2016		2016	
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.68	24,871.06	25,617.19						
	H	10.74	11.03	11.38	11.72	12.08	12.43						
	O	16.110	16.545	17.070	17.580	18.120	18.645						
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80						
	H	11.00	11.32	11.67	12.02	12.38	12.74						
	O	16.500	16.980	17.505	18.030	18.570	19.110						
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38						
	H	11.38	11.74	12.07	12.44	12.81	13.19						
	O	17.070	17.610	18.105	18.660	19.215	19.785						
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77						
	H	11.76	12.12	12.50	12.87	13.25	13.67						
	O	17.640	18.180	18.750	19.305	19.875	20.505						
GRADE 3	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13						
	H	12.16	12.53	12.92	13.28	13.70	14.10						
	O	18.240	18.795	19.380	19.920	20.550	21.150						
GRADE 3A	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65						
	H	12.59	12.98	13.35	13.79	14.19	14.61						
	O	18.885	19.470	20.025	20.685	21.285	21.915						
GRADE 4	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16						
	H	13.04	13.42	13.83	14.23	14.66	15.10						
	O	19.560	20.130	20.745	21.345	21.990	22.650						
GRADE 4A	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54						
	H	13.47	13.88	14.30	14.73	15.18	15.60						
	O	20.205	20.820	21.450	22.095	22.770	23.400						
GRADE 5	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89						
	H	13.94	14.35	14.77	15.22	15.67	16.16						
	O	20.910	21.525	22.155	22.830	23.505	24.240						
GRADE 5A	Ex	29,979.26	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16						
	H	14.44	14.90	15.34	15.82	16.28	16.76						
	O	21.660	22.350	23.010	23.730	24.420	25.140						
GRADE 6	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46						
	H	14.95	15.38	15.86	16.31	16.80	17.32						
	O	22.425	23.070	23.790	24.465	25.200	25.980						
GRADE 6A	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97						
	H	15.44	15.92	16.37	16.87	17.38	17.89						
	O	23.160	23.880	24.555	25.305	26.070	26.835						

GRADE		2016					2016					2016				
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6
GRADE 7	Ex	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74
	H	15.96	16.42	16.92	17.42	17.96	15.96	16.42	16.92	17.42	17.96	15.96	16.42	16.92	17.42	17.96
	O	23.940	24.630	25.380	26.130	26.940	23.940	24.630	25.380	26.130	26.940	23.940	24.630	25.380	26.130	26.940
GRADE 7A	Ex	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12
	H	16.51	17.01	17.49	18.05	18.57	16.51	17.01	17.49	18.05	18.57	16.51	17.01	17.49	18.05	18.57
	O	24.765	25.515	26.235	27.075	27.855	24.765	25.515	26.235	27.075	27.855	24.765	25.515	26.235	27.075	27.855
GRADE 8	Ex	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49
	H	17.08	17.59	18.12	18.63	19.20	17.08	17.59	18.12	18.63	19.20	17.08	17.59	18.12	18.63	19.20
	O	25.620	26.385	27.180	27.945	28.800	25.620	26.385	27.180	27.945	28.800	25.620	26.385	27.180	27.945	28.800
GRADE 8A	Ex	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31
	H	17.68	18.22	18.76	19.31	19.88	17.68	18.22	18.76	19.31	19.88	17.68	18.22	18.76	19.31	19.88
	O	26.520	27.330	28.140	28.965	29.820	26.520	27.330	28.140	28.965	29.820	26.520	27.330	28.140	28.965	29.820
GRADE 9	Ex	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12
	H	18.31	18.86	19.44	20.00	20.61	18.31	18.86	19.44	20.00	20.61	18.31	18.86	19.44	20.00	20.61
	O	27.465	28.290	29.160	30.000	30.915	27.465	28.290	29.160	30.000	30.915	27.465	28.290	29.160	30.000	30.915
GRADE 9A	Ex	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75
	H	18.92	19.49	20.05	20.67	21.28	18.92	19.49	20.05	20.67	21.28	18.92	19.49	20.05	20.67	21.28
	O	28.380	29.235	30.075	31.005	31.920	28.380	29.235	30.075	31.005	31.920	28.380	29.235	30.075	31.005	31.920
GRADE 10	Ex	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41
	H	19.54	20.12	20.73	21.35	21.99	19.54	20.12	20.73	21.35	21.99	19.54	20.12	20.73	21.35	21.99
	O	29.310	30.180	31.095	32.025	32.985	29.310	30.180	31.095	32.025	32.985	29.310	30.180	31.095	32.025	32.985
GRADE 10A	Ex	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77
	H	20.23	20.81	21.45	22.09	22.77	20.23	20.81	21.45	22.09	22.77	20.23	20.81	21.45	22.09	22.77
	O	30.345	31.215	32.175	33.135	34.155	30.345	31.215	32.175	33.135	34.155	30.345	31.215	32.175	33.135	34.155
GRADE 11	Ex	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15
	H	20.89	21.53	22.19	22.86	23.53	20.89	21.53	22.19	22.86	23.53	20.89	21.53	22.19	22.86	23.53
	O	31.335	32.295	33.285	34.290	35.295	31.335	32.295	33.285	34.290	35.295	31.335	32.295	33.285	34.290	35.295
GRADE 11A	Ex	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53
	H	21.66	22.33	22.98	23.66	24.38	21.66	22.33	22.98	23.66	24.38	21.66	22.33	22.98	23.66	24.38
	O	32.490	33.495	34.470	35.490	36.570	32.490	33.495	34.470	35.490	36.570	32.490	33.495	34.470	35.490	36.570
GRADE 12	Ex	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90
	H	22.39	23.05	23.72	24.44	25.19	22.39	23.05	23.72	24.44	25.19	22.39	23.05	23.72	24.44	25.19
	O	33.585	34.575	35.580	36.660	37.785	33.585	34.575	35.580	36.660	37.785	33.585	34.575	35.580	36.660	37.785
GRADE 12A	Ex	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16
	H	23.15	23.84	24.58	25.34	26.08	23.15	23.84	24.58	25.34	26.08	23.15	23.84	24.58	25.34	26.08
	O	34.725	35.760	36.870	38.010	39.120	34.725	35.760	36.870	38.010	39.120	34.725	35.760	36.870	38.010	39.120

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 13 Ex (6K0) H O	49,768.06 23.98 35,970	51,261.10 24.67 37,005	52,798.94 25.42 38,130	54,382.87 26.16 39,240	56,014.39 26.95 40,425	57,694.83 27.79 41,685						
GRADE 13A Ex (6KA) H O	51,509.95 24.80 37,200	53,066.84 25.53 38,295	54,646.90 26.31 39,465	56,286.30 27.10 40,650	57,974.90 27.89 41,835	59,714.16 28.72 43,080						
GRADE 14 Ex (6L0) H O	53,251.84 25.62 38,430	54,861.36 26.41 39,615	56,494.88 27.18 40,770	58,189.72 27.99 41,985	59,935.41 28.84 43,260	61,733.46 29.69 44,535						
GRADE 14A Ex (6LA) H O	55,115.66 26.52 39,780	56,781.53 27.31 40,965	58,472.20 28.14 42,210	60,226.34 29.00 43,500	62,033.17 29.87 44,805	63,894.15 30.76 46,140						
GRADE 15 Ex (6M0) H O	56,979.44 27.42 41,130	58,701.64 28.25 42,375	60,449.50 29.09 43,635	62,263.00 29.95 44,925	64,130.89 30.85 46,275	66,054.81 31.75 47,625						
GRADE 15A Ex (6MA) H O	58,973.73 28.38 42,570	60,756.22 29.21 43,815	62,565.23 30.11 45,165	64,442.20 30.99 46,485	66,375.45 31.94 47,910	68,366.74 32.88 49,320						
GRADE 16 Ex (6N0) H O	60,968.02 29.31 43,965	62,797.06 30.21 45,315	64,680.96 31.10 46,650	66,621.41 32.05 48,075	68,620.06 32.99 49,485	70,678.65 33.99 50,985						
GRADE 16A Ex (6NA) H O	63,101.89 30.38 45,570	65,009.13 31.30 46,950	66,944.81 32.22 48,330	68,953.13 33.21 49,815	71,021.75 34.20 51,300	73,152.39 35.21 52,815						
GRADE 17 Ex (6O0) H O	65,235.77 31.37 47,055	67,207.51 32.33 48,495	69,208.63 33.30 49,950	71,284.89 34.29 51,435	73,423.44 35.32 52,980	75,626.15 36.37 54,555						
GRADE 17A Ex (6OA) H O	67,519.03 32.49 48,735	69,559.78 33.45 50,175	71,630.94 34.47 51,705	73,779.87 35.49 53,235	75,993.25 36.54 54,810	78,273.05 37.64 56,460						
GRADE 18 Ex (6P0) H O	69,802.26 33.61 50,415	71,912.04 34.61 51,915	74,053.27 35.66 53,490	76,274.86 36.73 55,095	78,563.09 37.82 56,730	80,919.96 38.96 58,440						
GRADE 18A Ex (6PA) H O	72,245.37 34.72 52,080	74,428.97 35.79 53,685	76,645.09 36.85 55,275	78,944.47 37.98 56,970	81,312.78 39.10 58,650	83,752.15 40.27 60,405						

GRADE	2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5
GRADE 19 Ex	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37	74,688.46	76,945.93	79,237.00	81,614.06
(6Q0) H	35.92	37.01	38.12	39.28	40.44	41.65	(6Q0) H	35.92	37.01	38.12
O	53.880	55.515	57.180	58.920	60.660	62.475	O	53.880	55.515	57.180
GRADE 19A Ex	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85	77,302.53	79,639.02	82,010.25	84,470.58
(6QA) H	37.19	38.30	39.45	40.63	41.86	43.12	(6QA) H	37.19	38.30	39.45
O	55.785	57.450	59.175	60.945	62.790	64.680	O	55.785	57.450	59.175
GRADE 20 Ex	79,916.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30	79,916.63	82,314.14	84,783.56	87,327.08
(6R0) H	38.46	39.60	40.80	42.01	43.27	44.58	(6R0) H	38.46	39.60	40.80
O	57.690	59.400	61.200	63.015	64.905	66.870	O	57.690	59.400	61.200
GRADE 20A Ex	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87	82,713.71	85,213.73	87,750.97	90,383.52
(6RA) H	39.80	41.00	42.22	43.46	44.76	46.13	(6RA) H	39.80	41.00	42.22
O	59.700	61.500	63.330	65.190	67.140	69.195	O	59.700	61.500	63.330
GRADE 21 Ex	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44	85,510.79	88,095.36	90,718.41	93,439.95
(6S0) H	41.12	42.36	43.64	44.96	46.30	47.68	(6S0) H	41.12	42.36	43.64
O	61.680	63.540	65.460	67.440	69.450	71.520	O	61.680	63.540	65.460
GRADE 21A Ex	88,503.66	91,178.68	93,893.56	96,710.37	99,611.67	102,600.01	88,503.66	91,178.68	93,893.56	96,710.37
(6SA) H	42.59	43.86	45.17	46.53	47.92	49.35	(6SA) H	42.59	43.86	45.17
O	63.885	65.790	67.755	69.795	71.880	74.025	O	63.885	65.790	67.755
GRADE 22 Ex	91,496.57	94,262.06	97,068.69	99,980.75	102,980.17	106,069.57	91,496.57	94,262.06	97,068.69	99,980.75
(6T0) H	44.03	45.34	46.71	48.09	49.53	51.03	(6T0) H	44.03	45.34	46.71
O	66.045	68.010	70.065	72.135	74.295	76.545	O	66.045	68.010	70.065
GRADE 22A Ex	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99	94,698.94	97,561.22	100,466.09	103,480.08
(6TA) H	45.54	46.89	48.31	49.76	51.25	52.78	(6TA) H	45.54	46.89	48.31
O	68.310	70.335	72.465	74.640	76.875	79.170	O	68.310	70.335	72.465
GRADE 23 Ex	97,901.30	100,860.38	103,863.49	106,979.42	110,188.79	113,494.45	97,901.30	100,860.38	103,863.49	106,979.42
(6U0) H	47.08	48.50	49.92	51.44	52.96	54.60	(6U0) H	47.08	48.50	49.92
O	70.620	72.750	74.880	77.160	79.440	81.900	O	70.620	72.750	74.880
GRADE 23A Ex	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76	101,327.87	104,390.51	107,498.74	110,723.66
(6UA) H	48.72	50.19	51.69	53.26	54.84	56.49	(6UA) H	48.72	50.19	51.69
O	73.080	75.285	77.535	79.890	82.260	84.735	O	73.080	75.285	77.535
GRADE 24 Ex	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06	104,754.40	107,920.62	111,133.96	114,467.96
(6V0) H	50.37	51.90	53.45	55.03	56.68	58.39	(6V0) H	50.37	51.90	53.45
O	75.555	77.850	80.175	82.545	85.020	87.585	O	75.555	77.850	80.175
GRADE 24A Ex	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46	108,420.82	111,697.84	115,023.63	118,474.35
(6VA) H	52.13	53.69	55.32	56.98	58.70	60.46	(6VA) H	52.13	53.69	55.32
O	78.195	80.535	82.980	85.470	88.050	90.690	O	78.195	80.535	82.980

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 25 Ex (6W0)	112,087.20	115,475.05	118,913.34	122,480.73	126,155.15	129,939.80	53.89	55.51	57.17	58.88	60.66	62.48
							80.835	83.265	85.755	88.320	90.990	93.720
GRADE 25A Ex (6WA)	116,010.26	119,516.68	123,075.28	126,767.55	130,570.60	134,487.69	55.80	57.47	59.21	60.97	62.82	64.66
							83.700	86.205	88.815	91.455	94.230	96.990
GRADE 26 Ex (6X0)	119,933.30	123,558.29	127,237.24	131,054.36	134,985.98	139,035.57	57.67	59.40	61.18	63.01	64.92	66.85
							86.505	89.100	91.770	94.515	97.380	100.275
GRADE 26A Ex (6XA)	124,130.97	127,882.84	131,690.58	135,641.28	139,710.50	143,901.84	59.68	61.50	63.33	65.25	67.20	69.20
							89.520	92.250	94.995	97.875	100.800	103.800
GRADE 27 Ex (6Y0)	128,328.65	132,207.37	136,143.88	140,228.18	144,435.03	148,768.08	61.73	63.59	65.47	67.44	69.46	71.54
							92.595	95.385	98.205	101.160	104.190	107.310
GRADE 27A Ex (6YA)	132,820.14	136,834.63	140,908.89	145,136.16	149,490.25	153,974.96	63.85	65.77	67.76	69.78	71.90	74.05
							95.775	98.655	101.640	104.670	107.850	111.075
GRADE 28 Ex (6Z0)	137,311.65	141,461.90	145,673.94	150,044.14	154,545.47	159,181.85	66.04	68.01	70.07	72.16	74.33	76.56
							99.060	102.015	105.105	108.240	111.495	114.840
GRADE 28A Ex (6ZA)	142,117.56	146,413.07	150,772.52	155,295.71	159,954.57	164,753.21	68.33	70.38	72.50	74.66	76.91	79.22
							102.495	105.570	108.750	111.990	115.365	118.830
GRADE 29 Ex (600)	146,923.46	151,364.25	155,871.14	160,547.26	165,363.64	170,324.55	70.66	72.77	74.96	77.21	79.54	81.92
							105.990	109.155	112.440	115.815	119.310	122.880
GRADE 29A Ex (60A)	152,065.77	156,661.96	161,326.60	166,166.38	171,151.38	176,285.92	73.14	75.34	77.58	79.91	82.32	84.80
							109.710	113.010	116.370	119.865	123.480	127.200
GRADE 30 Ex (610)	157,208.13	161,959.72	166,782.09	171,785.55	176,939.09	182,247.29	75.60	77.86	80.22	82.62	85.08	87.63
							113.400	116.790	120.330	123.930	127.620	131.445
GRADE 30A Ex (61A)	162,710.38	167,628.31	172,619.45	177,798.05	183,131.99	188,625.93	78.25	80.60	83.01	85.49	88.03	90.70
							117.375	120.900	124.515	128.235	132.045	136.050

GRADE	2016			2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4
GRADE 31	Ex	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	183,810.54	178,456.84	173,296.91	168,212.68	189,324.84	195,004.61	183,810.54	178,456.84	173,296.91
(620)	H	80.86	83.30	85.82	88.40	91.03	80.86	83.30	85.82	88.40	91.03	93.78	80.86	83.30	85.82
	O	121.290	124.950	128.730	132.600	136.545	121.290	124.950	128.730	132.600	136.545	140.670	121.290	124.950	128.730
GRADE 31A	Ex	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	190,243.91	184,702.83	179,362.29	174,100.13	195,951.22	201,829.76	190,243.91	184,702.83	179,362.29
(62A)	H	83.71	86.23	88.79	91.50	94.21	83.71	86.23	88.79	91.50	94.21	97.03	83.71	86.23	88.79
	O	125.565	129.345	133.185	137.250	141.315	125.565	129.345	133.185	137.250	141.315	145.545	125.565	129.345	133.185
GRADE 32	Ex	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	196,677.28	190,948.81	185,427.69	179,987.56	202,577.61	208,654.93	196,677.28	190,948.81	185,427.69
(630)	H	86.56	89.14	91.80	94.58	97.43	86.56	89.14	91.80	94.58	97.43	100.33	86.56	89.14	91.80
	O	129.840	133.710	137.700	141.870	146.145	129.840	133.710	137.700	141.870	146.145	150.495	129.840	133.710	137.700
GRADE 32A	Ex	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	203,560.97	197,632.02	191,917.63	186,287.12	209,667.83	215,957.86	203,560.97	197,632.02	191,917.63
(63A)	H	89.60	92.26	95.05	97.90	100.83	89.60	92.26	95.05	97.90	100.83	103.85	89.60	92.26	95.05
	O	134.400	138.390	142.575	146.850	151.245	134.400	138.390	142.575	146.850	151.245	155.775	134.400	138.390	142.575
GRADE 33	Ex	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	210,444.67	204,315.22	198,407.62	192,586.69	216,758.01	223,260.76	210,444.67	204,315.22	198,407.62
(640)	H	92.60	95.38	98.23	101.19	104.22	92.60	95.38	98.23	101.19	104.22	107.36	92.60	95.38	98.23
	O	138.900	143.070	147.345	151.785	156.330	138.900	143.070	147.345	151.785	156.330	161.040	138.900	143.070	147.345
GRADE 33A	Ex	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	217,810.24	211,466.25	205,351.89	199,327.23	224,344.54	231,074.88	217,810.24	211,466.25	205,351.89
(64A)	H	95.83	98.73	101.69	104.73	107.87	95.83	98.73	101.69	104.73	107.87	111.12	95.83	98.73	101.69
	O	143.745	148.095	152.535	157.095	161.805	143.745	148.095	152.535	157.095	161.805	166.680	143.745	148.095	152.535
GRADE 34	Ex	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	225,175.80	218,617.32	212,296.18	206,067.78	231,931.08	238,889.01	225,175.80	218,617.32	212,296.18
(650)	H	99.09	102.07	105.12	108.27	111.52	99.09	102.07	105.12	108.27	111.52	114.87	99.09	102.07	105.12
	O	148.635	153.105	157.680	162.405	167.280	148.635	153.105	157.680	162.405	167.280	172.305	148.635	153.105	157.680
GRADE 34A	Ex	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	233,056.96	226,268.90	219,726.52	213,280.15	240,048.67	247,250.14	233,056.96	226,268.90	219,726.52
(65A)	H	102.56	105.64	108.79	112.05	115.42	102.56	105.64	108.79	112.05	115.42	118.88	102.56	105.64	108.79
	O	153.840	158.460	163.185	168.075	173.130	153.840	158.460	163.185	168.075	173.130	178.320	153.840	158.460	163.185
GRADE 35	Ex	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	240,938.13	233,920.50	227,156.89	220,492.49	248,166.24	255,611.25	240,938.13	233,920.50	227,156.89
(660)	H	106.04	109.22	112.47	115.86	119.34	106.04	109.22	112.47	115.86	119.34	122.91	106.04	109.22	112.47
	O	159.060	163.830	168.705	173.790	179.010	159.060	163.830	168.705	173.790	179.010	184.365	159.060	163.830	168.705
GRADE 35A	Ex	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	249,370.94	242,107.72	235,107.39	228,209.74	256,852.07	264,557.62	249,370.94	242,107.72	235,107.39
(66A)	H	109.72	113.02	116.41	119.92	123.50	109.72	113.02	116.41	119.92	123.50	127.20	109.72	113.02	116.41
	O	164.580	169.530	174.615	179.880	185.250	164.580	169.530	174.615	179.880	185.250	190.800	164.580	169.530	174.615
GRADE 36	Ex	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	257,803.79	250,294.93	243,057.88	235,926.97	265,537.88	273,504.03	257,803.79	250,294.93	243,057.88
(670)	H	113.44	116.86	120.34	123.95	127.69	113.44	116.86	120.34	123.95	127.69	131.53	113.44	116.86	120.34
	O	170.160	175.290	180.510	185.925	191.535	170.160	175.290	180.510	185.925	191.535	197.295	170.160	175.290	180.510
GRADE 36A	Ex	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	266,826.90	259,055.25	251,564.90	244,184.43	274,831.71	283,076.65	266,826.90	259,055.25	251,564.90
(67A)	H	117.39	120.92	124.54	128.29	132.13	117.39	120.92	124.54	128.29	132.13	136.10	117.39	120.92	124.54
	O	176.085	181.380	186.810	192.435	198.195	176.085	181.380	186.810	192.435	198.195	204.150	176.085	181.380	186.810